

Endnotes

ⁱ LPNs providing direct patient care are all employed in staff positions because LPNs do not have an independent scope of practice. That is, LPNs may implement patient care activities that have been determined by a Registered Nurse or Physician but are not able to independently determine what patient care services are needed. Therefore, LPN employment is limited to those roles in which they are directly supervised by an RN or MD.

ⁱⁱ Three regions of the state have been used in this analysis that reflect differences in both the healthcare market service areas existing within the state and the traditional geo-cultural areas which exist within the state. To define the boundaries of these regions we have utilized the service areas of the state's Area Health Education Centers (AHECs). The Western Region is defined as the counties covered by the Mountain and Northwest AHECs, the Central Region includes the counties within the Charlotte, Greensboro, and Wake AHEC service areas, and the Eastern Region encompasses those counties served by the Area L, Eastern, Southern Regional, and Coastal AHEC systems. See the gray box on Page 11 for a list of counties within each AHEC and region.

ⁱⁱⁱ More detailed information about the sample and the survey techniques can be found in "Nurse Survey 2001 Sampling Methods" on the Center for Nursing's website: www.nurseNC.org. The sample frame drew a geographically stratified random sample of RNs and LPNs from within two setting types: around-the-clock care settings and community-based settings. The former category included nurses who reported employment in hospital in-patient units and long term care facilities. The latter category included those in hospital out-patient locations, medical practices, HMO or insurance companies, public clinics or health departments, student health sites or those in occupational health sites such as industry and manufacturing.

^{iv} The figure was calculated from the July 1, 1999 Estimates of North Carolina population by county and race published on the web site of the North Carolina Office of Budget and Management as of February, 2002. Source data can be found at: <http://demog.state.nc.us>.

^v This relationship may be obscured for RNs because of the relatively small number of RN staff nurses from racial minority groups. See Table 1.

^{vi} Based on data from the 2000 RN and LPN license renewal files.

^{vii} See the North Carolina Center for Nursing's publication "North Carolina Trends in Nursing: 1982 – 1998" available on the Center's website: www.nurseNC.org.

^{viii} The racial distributions of the general population within each region were calculated from the July 1, 1999 County Estimates of White and Non-White Population Tables published by the North Carolina Office of State Planning. See endnote ^{iv} for the web site address.